

**SUSTAINABILITY, TECHNOLOGY & CYBERSECURITY
COMMITTEE CHARTER**

**OF
KBR, INC.**

(as of December 10, 2025)

Article I. Purpose

The Sustainability, Technology & Cybersecurity Committee (the “Committee”) is a committee of the Board of Directors (the “Board”) of KBR, Inc. (the “Corporation”). Its purpose is to assist the Board in overseeing the Corporation’s sustainability, corporate responsibility, technology and cybersecurity policies, programs, initiatives and position, which cover, but are not limited to, issues and responsibilities related to (1) sustainability, climate and the environment, (2) workforce health, safety and physical security, (3) the Corporation’s role and reputation as a socially responsible organization (collectively “Sustainability, HSSE and Corporate Responsibility”), (4) information technology strategy and technology innovation, and (5) cybersecurity strategy, threat landscape, risk management, data security and compliance with security standards.

Article II. Membership

The Committee shall consist of at least two directors. Committee members shall (i) first be nominated by the Nominating and Corporate Governance Committee of the Board, and (ii) then be elected by the full Board, with interested members of the Board recusing themselves as appropriate, and shall serve until the expiration of such member’s term or until such member’s earlier resignation, retirement or removal. Committee members may be replaced or removed at any time, with or without cause, and vacancies may be filled, by majority vote of the Board.

Article III. Meetings

The Committee will formally meet as often as it determines to be necessary or appropriate, but no fewer than four times annually. The Committee may ask members of management or others to attend meetings or to provide relevant information. The Committee shall periodically meet in executive session.

The Board shall elect a Chairperson of the Committee who will chair all regular sessions of the Committee and set the meeting times and agendas for Committee meetings. This Chairperson shall serve until the expiration of his or her term or until his or her earlier resignation, retirement or removal. If the Chairperson is absent from a particular meeting, another member of the Committee designated by the Chairperson shall serve as chairperson for purposes of that meeting.

Members representing 50% or more of the members of the Committee shall constitute a quorum. A majority of the members present at any meeting at which a quorum is present may act on behalf of the Committee. The Committee may meet by telephone, videoconference or similar means of remote communication and may take action by unanimous written consent to the fullest extent permitted by the General Corporation Law of the State of Delaware.

The Corporate Secretary, or any Assistant Secretary of the Corporation, shall be the Secretary of the Committee unless the Committee designates otherwise. The Secretary of the Committee will keep minutes of all of the Committee's proceedings. Committee members will be furnished with copies of the minutes of each meeting and any action taken by unanimous written consent.

Reports of meetings and actions taken by the Committee shall be made to the Board at its next regularly scheduled meeting following the Committee meeting, accompanied by any recommendations to the Board approved by the Committee.

Article IV. Authority

The Committee shall have the resources and authority necessary to discharge its duties and responsibilities, including the authority to engage, determine the fees and terms of engagement for, obtain advice and assistance from and terminate outside legal counsel and any other advisors, as it deems appropriate in its sole discretion and without seeking approval of the Board. Any communications between the Committee and legal counsel in the course of obtaining legal advice will be considered privileged communications of the Corporation. The Committee will take all necessary steps to preserve the privileged nature of those communications. The Committee may request any officer or employee of the Corporation or the Corporation's outside legal counsel or other advisors to attend a meeting of the Committee or to meet with any members of, or advisors to, the Committee.

The Corporation shall provide for appropriate funding, as determined by the Committee, for payment of any compensation and related fees owed to any such outside counsel and other advisors, including to the independent auditors for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Corporation, compensation to any advisors employed by the Committee, and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The Committee may form and delegate authority to subcommittees consisting of one or more members to the extent it deems appropriate.

Article V. Responsibilities and Duties

The Committee shall carry out but not be limited to the following duties and responsibilities:

Sustainability, HSSE and Corporate Responsibility

- With respect to the Corporation’s responsibilities related to Sustainability, HSSE and Corporate Responsibility:
 - Review the policies and goals, including processes to ensure the Corporation’s (and each of its subsidiaries’) compliance with applicable U.S. and international laws and regulations;
 - Review and provide input to the Corporation on the management of current and emerging issues;
 - Oversee the activities of the Corporation in managing its major risk exposures within these areas; and
 - Report to the Board on matters affecting the Corporation.
- Review and oversee the Corporation’s implementation of the Corporation’s strategies with respect to Sustainability, HSSE and Corporate Responsibility, including the Corporation’s sustainability strategy, including carbon dioxide emission neutrality and other sustainability goals.
- Review the Corporation’s public sustainability report and any other applicable public disclosures with respect to Sustainability, HSSE and Corporate Responsibility, including those disclosures in the Corporation’s filings and reports with U.S. and international regulatory bodies and (in coordination with the Audit Committee) the Corporation’s disclosure controls and procedures and internal control over financial reporting relating thereto.
- Provide oversight of the Corporation’s compliance and plans for compliance in light of new and evolving laws, regulations, rules and policies relating to climate, sustainability, voluntary carbon credits and offsets and other related matters, and discuss with management any such developments that may materially impact the Corporation’s related risk exposures, in coordination with the Audit Committee.
- Review and oversee the Corporation’s health, safety and security programs, performance and risk mitigation strategies, including in relation to physical and psychosocial health and safety.
- Ensure the Corporation has policies and procedures, and periodically review such policies and procedures, to:
 - Operate transparently and with integrity; and
 - Build a safe and resilient business that takes into consideration climate and other sustainability issues.

- Receive presentations periodically from the Corporation’s Vice President, HSSE and Corporate Sustainability Officer.

Technology and Innovation Matters

- Monitor, oversee and provide guidance on issues relating to significant emerging technology and innovation trends, including artificial intelligence, and issues that may affect the Corporation’s strategies.
- Review and discuss with management and the Audit Committee the Corporation’s risks associated with technology, including artificial intelligence.
- Review with management the status of information technology systems and architecture and the Corporation’s risks relating to information technology.
- Periodically review, evaluate and make recommendations to the Board as necessary regarding the Corporation’s technology and innovation goals and priorities, including the Corporation’s information technology systems investments, technology and innovation investments (including artificial intelligence), and related planning and decision-making policies and processes.

Cybersecurity Matters

- Review and discuss with management and the Audit Committee of the Board (the “Audit Committee”) the annual audited financial statements and disclosures made in management’s discussion and analysis of financial condition and results of operations with respect to disclosures in such financial statements and discussion and analysis that concern any material cybersecurity breach or incident, including but not limited to those required by U.S. and international regulatory bodies.
- Review with the Audit Committee the adequacy of the Corporation’s disclosure controls and procedures related to cybersecurity issues.
- Review with management the state of the Corporation’s cybersecurity and data privacy program (the “Cybersecurity and Data Privacy Program”), emerging cybersecurity developments and threats, and the Corporation’s strategy to manage cybersecurity and data privacy risks.
- Provide oversight of the Corporation’s global data privacy and security regulations compliance program and requirements applicable to the data the Corporation receives, collects, creates, uses, processes and maintains (including personal information and information regarding customers, partners and vendors) and review the effectiveness of the systems, controls and procedures used in for the Corporation’s global data privacy and security regulations compliance program.

- Review with management the plans and methodology for the periodic review and assessment of the Corporation’s Cybersecurity and Data Privacy Program by outside advisors, if applicable, and any findings from reviews, assessments, and audits by such outside advisors as well as corresponding remediation plans to address any areas for improvement identified.
- Review with management the Corporation’s data security incident response plan and program (the “Incident Response Plan”), both with respect to cybersecurity incidents and information technology system and/or infrastructure disruptions not in connection with a cyberattack or security breach, including escalation protocols with respect to prompt reporting of cybersecurity and data privacy incidents to management, the Committee and the Board as appropriate, including the plans and methodology for the periodic review and assessment of the Corporation’s Incident Response Plan by outside advisors, if applicable, and any findings from reviews, assessments, and audits by such outside advisors as well as corresponding remediation plans to address any areas for improvement identified.
- Review with management and reporting to the Board with respect to any significant cybersecurity or data privacy incident, reports to or from regulators with respect thereto, and root cause and remediation/enhancement efforts with respect thereto.
- Review the appropriateness and adequacy of the Corporation’s cyber insurance coverage.
- Review and report to the board with respect to the budget and resources allocated to cybersecurity and data privacy programs.
- Receive presentations periodically from the Corporation’s Chief Information Officer and Chief Information Security Officer and such persons from time to time as the members of the Committee deem appropriate.
- Meet periodically in separate executive session with the Corporation’s General Counsel, Chief Information Officer and Chief Information Security Officer, and have such other direct and independent interaction with such persons from time to time as the members of the Committee deem appropriate.

Other Matters

- Review the Corporation’s political and charitable contributions and social responsibility activities.
- Review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.
- Complete an annual self-evaluation of the Committee’s own performance and provide a report of that review to the Board.

- Make regular reports of the Committee's activities and findings to the Board.
- Perform such other duties and responsibilities, consistent with this Charter, the Corporation's bylaws, governing law, the rules and regulations of the NYSE, the federal securities laws and such other requirements applicable to the Corporation, as may be delegated to the Committee by the Board from time to time.
